

Monitoring result for Shanghai Senwo Industry Co., Ltd. on site Site 1

Monitoring

Monitored Party	: Shanghai Senwo Industry Co., Ltd.
amfori ID	: 156-039819-000
Site	: Site 1
Site amfori ID	: 156-039819-001
Address	: 2nd Floor, Building 7, 758 Huixian Road, Jiading District, Shanghai : 200000, Shanghai : Shanghai Shi : China
Monitoring Activity	: amfori Social Audit - Manufacturing
Monitoring Type	: Full Monitoring
Submission Date	: 28/09/2022
Expiration Date	: 28/09/2023

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Overall rating



Section rating

PA1: Social Management System	C
PA 2: Workers Involvement and Protection	A
PA 3: The Rights of Freedom of Association and Collective Bargaining	A
PA 4: No Discrimination	A
PA 5: Fair Remuneration	B
PA 6: Decent Working Hours	D
PA 7: Occupational Health and Safety	A
PA 8: No Child Labour	A
PA 9: Special Protection for Young Workers	A

PA 10: No Precarious Employment	A
PA 11: No Bonded Labour	A
PA 12: Protection of the Environment	A
PA 13: Ethical Business Behaviour	A

General description

Announcement type: Fully announced

Monitoring: Full monitoring

Monitoring partner: TUV Nord Cert GmbH (APSCA firm member: 11600051)

Auditor name: Mist Zhou (APSCA number: CSCA 21701854)

Shanghai Senwo Industry Co., Ltd. 上海森沃实业有限公司 (91310114574104503F) which was located at Site A: 2nd Floor, Building 7, 758 Huixian Road, Jiading District, Shanghai City, China (上海市嘉定区外冈镇汇贤路758号7幢2层) and Site B: Building 2, No. 638, Huibao Road, Jiading District, Shanghai City, China (上海市嘉定区汇宝路638号2号楼). Facility was established in 2011 and operated in Site A from 2014 while operated in Site B from 2017. Facility rented the land and the buildings in Site A from landlord who was local government, rented the land and the buildings in Site B from landlord who was a trading company. Facility rented 2/F of one 3-storey building in Site A as workshops, warehouses and offices, rented partial of 2/F, whole part of 3/F and 4/F of one 4-storey building in Site B as workshops and warehouses. The total leased building area was 5,000 square meters approximately.

The facility specialized in the manufacture of hot cold pack, ice pack, hot pack, fever cooling patch. According to the management interview, workers' wage lists and production records, facility did not have obvious peak or off seasons. Production activities mainly contained bag making, filling, cutting, sewing and packing.

There was no young employee, child labor, dispatched employee, casual employee used in facility. There was no subcontractor used by facility.

Management was in good cooperation with audit team, they attended opening and close meeting on time, led auditor to take onsite observation, also, they agreed all the findings and signed on the finding report.

1. There was no dormitory used by facility, also, no transportation provided to employees.
2. Auditor selected August 2021, December 2021 and July 2022 as samples and found all of the random selected employees monthly overtime exceed 36 hours in August 2021, December 2021 and July 2022.
3. There was no contractor used by facility, which made contractor license/permit not applicable. There was no agency labor used by facility, which made agency labor contract not applicable. Facility was not required to obtain government waiver, which made government waiver not applicable. Employees did not have collective bargaining which made collective bargaining agreements not applicable.
4. According to management interview, employees' interview, not all of employees were provided with social insurances. In August 2022, facility had total 47 employees and there were 2 re-employed employees after retirement among them & no newcomer in them. 12 out of 47-2=45 employees (26.7%) took part in medical insurance, basic endowment insurance, maternity insurance, work-related injury insurance and unemployment insurance.
Remark: Facility provided commercial accident insurance to employees who did not have work-related injury insurance, which effect from 26 Oct. 2021 to 25 Oct. 2022.
5. No certificate or report/register of fire protection acceptance in Site B was provided for facility used buildings. No report of construction completion acceptance in Site B was provided for facility used buildings. Also, no environmental protection checks acceptance report for Site A.
6. Address on business licenses was 2nd Floor, Building 7, 758 Huixian Road, Jiading District, Shanghai City, China (上海市嘉定区外冈镇汇贤路758号7幢2层) which was same as Site A. However, facility added its production scope in Site B from 2017. Site A and Site B had a distance about 800 meters. Both of these two sites were in the scope of current audit.

Site Details

Site : Site 1
Site amfori ID : 156-039819-001

GICS Classification

Sector	: Health Care	Industry	: Health Care Equipment & Supplies
Industry Group	: Health Care Equipment & Services	Sub Industry	: Health Care Supplies

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

Metrics

Key Metrics

Total workforce	47 Workers
Legal minimum wage in local currency	2590 Monthly
Lowest wage paid for regular work at the site	2600 Monthly
Calculated living wage in local currency	2594 Monthly
Total sample	6 Workers

Other Metrics

Male workers	5 Workers
Female workers	42 Workers
Permanent workers - Male	5 Workers
Permanent workers - Female	42 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	2 Workers
Management - Female	4 Workers
Apprentices - Male	0 Workers
Apprentices - Female	0 Workers
Workers on probation - Male	0 Workers
Workers on probation - Female	0 Workers
Workers with night shift - Male	0 Workers
Workers with night shift - Female	0 Workers
Workers with disabilities - Male	0 Workers
Workers with disabilities - Female	0 Workers
Domestic migrant workers - Male	4 Workers
Domestic migrant workers - Female	27 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	5 Workers
Workers hired directly - Female	42 Workers
Workers hired indirectly - Male	0 Workers
Workers hired indirectly - Female	0 Workers
Unionised workers - Male	0 Workers
Unionised workers - Female	0 Workers
Workers under CBA - Male	0 Workers
Workers under CBA - Female	0 Workers
Pregnant workers	0 Workers
Workers on parental leave - Male	0 Workers
Workers on parental leave - Female	0 Workers
Sample - Male	2 Workers
Sample - Female	4 Workers

Findings

PA1: Social Management System

The facility had set up some management procedures to implement amfori BSCI Code of Conduct, such as fair remuneration, decent working hours, etc. However, not all of the policies were properly implemented. For example, facility did not comply with all the requirement of occupational health and safety.

工厂建立了一些确保amfori BSCI行为守则有效实施的管理程序，诸如公平报酬、体面的工作时间等。然而，不是所有的政策都完整的实施。例如：工厂没有完全遵守职业健康安全的所有要求。

Capacity evaluation was not conducted effectively. Facility established procedure on capacity evaluation. However, management did not take the calculation of capacity evaluation.

产能评估没有有效的执行。工厂建立了产能评估的程序文件。然而，管理层没有进行产能评估的计算。

PA 2: Workers Involvement and Protection

Through employees' interview, found that 3 out of 6 interviewed employees were not aware of amfori BSCI COC. Through documents review, facility provided relevant training to employees in 2022, however, the training result was not good.

通过员工访谈，发现6名被访谈的员工中有3名不清楚amfori BSCI行为守则。通过文件审阅，发现工厂在2022年提供了相关的培训给员工，但是培训的效果并不良好。

PA 5: Fair Remuneration

According to management interview, employees' interview, not all of employees were provided with social insurances. In August 2022, facility had total 47 employees and there were 2 re-employed employees after retirement among them & no newcomer in them. 12 out of 47-2=45 employees (26.7%) took part in medical insurance, basic endowment insurance, maternity insurance, work-related injury insurance and unemployment insurance. Remark: Facility provided commercial accident insurance to employees who did not have work-related injury insurance, which effect from 26 Oct. 2021 to 25 Oct. 2022. (Laws and Regulations: Labor Law of P.R.C, Article 72)

根据管理层访谈和员工访谈，不是所有员工被提供了社会保险。在2022年8月，工厂共有47名员工，其中有2名退休返聘员工，没有新进员工。47-2=45名员工中的12名(26.7%)参加了医疗保险、养老保险、生育保险、工伤保险和失业保险。备注：工厂为没有工伤保险的员工提供了商业意外保险，有效期从2021年10月26日至2022年10月25日。（参考法律法规：《中华人民共和国劳动法》第72条）

PA 6: Decent Working Hours

Facility did not have an effective overtime management control system. Auditor selected August 2021, December 2021 and July 2022 as samples and found all of the random selected employees monthly overtime exceed 36 hours in August 2021, December 2021 and July 2022, also: 1) the monthly overtime: 6 out of 6 random selected employees worked 61.5-68 hours in August 2021 (random month); 2) the monthly overtime: 6 out of 6 random selected employees worked 62.5-71 hours in December 2021 (random month); 3) the monthly overtime: 6 out of 6 random selected employees worked 67.5-74.5 hours in July 2022 (current month); (Laws and Regulations: Labor Law of the P.R.C, Article 41)

企业没有一个有效的加班管控系统。我们选取了2021年8月，2021年12月，2022年7月作为样本，发现所有随机抽取的员工在2021年8月，2021年12月，2022年7月的月加班时间超过36小时，并且：1)随机抽取6名员工中有6名，在2021年8月，月加班为61.5-68小时（随机月）；2)随机抽取6名员工中有6名，在2021年12月，月加班为62.5-71小时（随机月）；3)随机抽取6名员工中有6名，在2022年7月，月加班为67.5-74.5小时（当前月）；（参考法律法规：《中华人民共和国劳动法》第41条）

PA 7: Occupational Health and Safety

It was noted that the facility didn't provide pre-service, in-service occupational health examinations for filling employees who contacted with chemicals. (Laws and Regulations: Occupation Disease Prevention Law of P.R.C, Article 35)

评估中发现企业未对接触化学品的灌装员工进行上岗前和在岗时的职业健康检查。（参考法律法规：《中华人民共和国职业病防治法》第35条）

It was noted that all tanks of glycerine stored in filling workshop in Site A were not installed with anti-leakage devices. (Laws and Regulations: Regulation for Safety of Hazardous Chemical, Article 20.)

评估中发现在地A灌装车间里所有的桶装甘油没有被提供防渗漏装置。（参考法律法规：《危险化学品安全管理条例》第20条）

1.No certificate or report/register of fire protection acceptance was provided for facility used buildings in Site B. (Laws and Regulations: Fire Prevention Law of the P.R.C, Article 13) 2.No report of construction completion acceptance was provided for facility used buildings in Site B. (Laws and Regulations: Construction Law of the P.R.C, Article 61) Remark: All the buildings used by facility were over 300 square meters and built after 1998.

PA 7: Occupational Health and Safety

1.企业没有提供场地B使用中建筑的消防验收合格证明或消防备案供审阅。（参考法律法规：《中华人民共和国消防法》第13条） 2. 企业没有提供场地B使用中建筑的建筑竣工验收报告供审阅。（参考法律法规：《中华人民共和国建筑法》第61条）
备注：企业使用中的建筑均超过300平方米，并且于1998年之后建成。

It was noted that one electric control panel had no outer cover in final product warehouse in Site B, electrical parts such as switches and wires were exposed outside. (Laws and Regulations: General Guide for Safety of Electric User Article 4.4)

审核发现场地B的成品仓库里有一个电气控制面板没有外盖，带电部分例如开关盒电线都暴露在外。（参考法律法规：《用电安全导则》第4.4条）

It was noted that facility did not install handrails on the ladder (ladder was nearly 1300mm distances away from ground) for one mixing machine in filling workshop in Site A. (Laws and Regulations: Safety of machinery - Permanent means of access to machines and industrial plants - Part 3: Stairways, stepladders and guard – rails GB17888.3 -2008, Article 7.2.1)

评估中发现企业没有为场地A灌装车间里1台混料机的楼梯(楼梯距离地面约1300毫米)安装扶手。（参考法律法规：《机械安全进入机器和工业设备的固定设施第三部分：楼梯、阶梯和护栏》GB 17888.3-2008，第7.2.1条）

PA 12: Protection of the Environment

Facility did not conduct environmental protection acceptance checks report for completed construction project according to environmental impact assessment report approval. (Laws and Regulations: Measures for the Administrative Regulation on Environmental Protection of Construction Projects Article 17)

企业没有按照环境影响评价报告表批复函的要求进行建设项目环境保护竣工验收。（参考法律法规：《建设项目环境保护管理条例》第十七条）